



Lewie G. Anderson  
International Vice President  
Director, Packinghouse Division

February 9, 1987

Mr. Arthur R. Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd floor  
Boston, Massachusetts 02108

Dear Brother Osborn:

Enclosed please find a detailed report on the IBP Dakota City workers' struggle. As you are aware, IBP locked out 2,800 workers at their Dakota City plant on December 14, 1986.

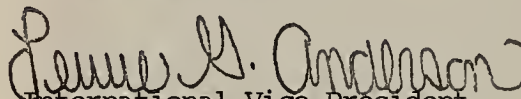
The enclosed report depicts the courageous struggle by trade unionists who are protesting, for the fifth time in seventeen years, the corporate greed and power of IBP. IBP represents a threat to all packinghouse workers' wages, benefits, and working conditions but, like PATCO, this struggle will have national ramifications if IBP is successful in forcing a nine year wage freeze on its workers--other employers would observe such a development with great interest.

A first step that would be helpful in this struggle would be for your state federation to pass a resolution supporting the IBP Dakota City workers who are locked out. Please send a copy of such a resolution to United Food & Commercial Workers International Union, Packinghouse Division, 1775 K Street, N.W., Washington, D.C. 20006.

Additional support could be shown by advising your affiliates of this struggle, possibly by providing them with a copy of this book. And, also by providing the local news media with a copy of any resolution of support you may adopt as well as a copy of the book.

Thanking you in advance for any assistance you can give, I remain

Yours in solidarity,

  
International Vice President  
Director, Packinghouse Division

Enclosure

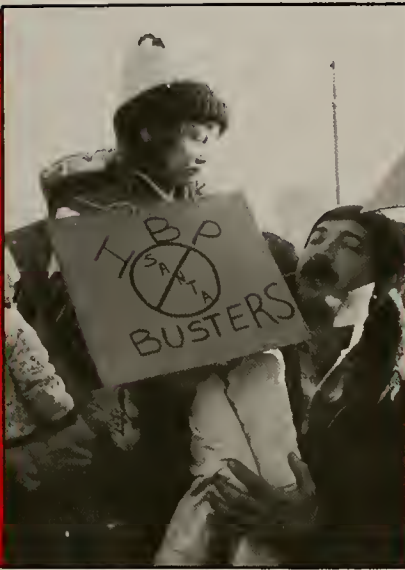
William H. Wynn  
International  
President

Jerry Menapace  
International  
Secretary-Treasurer

United Food & Commercial Workers  
International Union, AFL-CIO & CLC  
1775 K Street, N.W.  
Washington, D.C. 20006  
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# IBP Dakota City Worker Struggle



Packinghouse Division

United Food and Commercial  
Workers International Union







January, 1987

To: Trade Unionists and Friends of Organized Labor

Contained in this document is a detailed report on the IBP Dakota City lockout—a struggle by 2,800 courageous trade unionists against corporate greed in its rawest form. We are sure that upon examining the content of this report, you will find the IBP Dakota City workers' struggle closely resembles the bitter worker struggles of the 1930's.

Briefly, this report reveals:

- How the world's largest and one of the most profitable beef packers uses its size, power, and ruthless tactics to smash competition and destroy industry wages, benefits, and working conditions.
- How for the fifth time in seventeen years the IBP Dakota City workers have been forced to the picket line to struggle against the savage attacks of IBP.
- How workers employed by the world's largest beef packer have not had a general increase in five years and, under the company's current proposal, would not receive a wage increase for another four years making it almost a decade without any kind of wage increase whatsoever.
- How many of the new IBP workers earn just \$21.50 a week above the U.S. poverty line and qualify for food stamps and other welfare assistance. All of this while being employed for a company that had an operating income of \$144 million in 1985.
- How workers risk life and limb daily to labor away in an industry that the U.S. Department of Labor classifies as one of the most dangerous occupations in the nation.
- How workers at the IBP Dakota City plant work in one of the most unsafe meat packing plants in the country that in 1985 had an injury and illness rate that is 23 percent higher than the outrageously dangerous industry average.

As you read through this report, flashes of Upton Sinclair's The Jungle may come to mind: unchecked abusive corporate power monopolizing the meat packing industry; workers eking out a meager living from the most powerful, wealthy company in meat packing; industry wages and jobs being destroyed by ruthless capital power; brutal chain speeds and working conditions that result in one horror story after another about worker safety.

They say the deplorable working conditions and exploitation of workers in the 1930's could not happen today. Well it's here, today, in 1987 at Dakota City, Nebraska. We invite you to read this report and judge for yourself.

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## I. THE IBP DAKOTA CITY WORKERS' STRUGGLE

On December 14, 1986, IBP gave their Dakota City employees an early Christmas present—IBP locked the workers out. This heartless action came after UFCW Local 222 members rejected IBP's so-called "last-best-final proposal" 2,250 to 50. And while the membership soundly rejected the company's proposal, they offered to work without a contract while the parties continued to negotiate, which IBP rejected out of hand.

Struggle is no stranger to the IBP Dakota City workers--the 1986 Christmas lockout is the fifth time in seventeen years that Local 222 members have had to struggle on the picket line against IBP's ruthless tactics and greed. In fact, IBP's labor policies are as bloody as the cattle slaughtering business of which IBP is the undisputed king: 1969--seven and one-half month strike, 1972--eight month lockout, 1977-78--fifteen month strike, 1982--four month strike. All tallied, IBP Dakota City workers have struggled on the picket line for economic justice, worker dignity and a safe place to work for an aggregated three of the last seventeen years. Their plight is no way the result of their lack of militance or resolve.

This struggle in the corn fields of northeast Nebraska is closely connected to the struggle that virtually all American working men and women face--Corporate America's assault on the standard of living of this nation's workers.

Packinghouse workers, steel, auto, rubber, service sector workers,



etc. are all under this corporate attack. Since 1973, average weekly earnings, after accounting for inflation, have declined an astonishing 14.3 percent for middle income families in America. Without question, the economic plight of U.S. workers is the direct result of a savage attack by Corporate America on workers' wages, benefits and working conditions. Furthermore, such an assault is compounded by the Reagan administration's anti-union policies and its cozy relationship with the wealthy and powerful of this nation. The tools of destruction utilized by the corporate community entail forced wage concessions with threats of plant closings, capital flight to low wage markets, Chapter 11 bankruptcy ploys, corporate spin-offs and subcontracting arrangements. Tactics that cut across all industries and negatively impact tens of millions of American workers.

The IBP fight is totally connected with the struggle of all other workers—it's a struggle against a large majority of American workers being condemned to a declining standard of living. It's a battle against corporate greed and the misuse and abuse of workers. Yes, it's a class struggle against the rich getting richer and the poor getting poorer.

IBP may be the worst of the worst as corporate exploiters. The struggle at Dakota City resembles pages torn from "The Jungle" at the turn of the century. IBP, the nation's largest and most profitable meat packer, with sales in 1985 of \$6.5 billion, which would have placed it 60th among the Fortune 500, is demanding its employees go nearly a decade without a general wage increase. In an industry that is one of the most hazardous in the nation, IBP forces its employees to toil in one of the most hazardous plants



in the industry.

The IBP Dakota City workers' struggle is against one of the largest entities in Corporate America. Surely, if IBP beats its employees down, other employers in the corporate community will attempt to emulate IBP. UFCW and its Local 222 believe we are in a good position to carry on a disciplined militant struggle in solidarity. We are confident that a correct analysis has been made and the proper strategy developed, but we will need your help and support. We, therefore, invite you to examine the balance of this report and join with us in this most important struggle.





## II. CORPORATE PROFILE ON IBP

The following is a general corporate profile of IBP and its operations.

### Business of IBP

IBP is the world's largest meat company. Its sales for 1985 were \$6.5 billion, which would have placed it 60th among the Fortune 500. IBP slaughters in excess of 20 percent of the nation's fat cattle and is estimated to supply approximately 40-50 percent of the nation's boxed beef. Through its ten beef plants located throughout the upper midwest, Texas and Washington, IBP's 17,000 workers slaughter more beef than the next three largest competitors combined. IBP has recently entered into the hog slaughtering business, and is threatening the key producers there as it did Armour, Wilson, Swift, and Cudahy, which IBP has dwarfed since the purchase of its first beef plant 25 years ago.

### Corporate Affiliation

IBP is a wholly owned subsidiary of Occidental Petroleum Company. In addition to IBP, Occidental is engaged in the worldwide exploration, production, transportation and marketing of oil, gas and coal. IBP accounted for 45 percent of Occidental's 1985 sales of \$14.5 billion.



IBP Sales and Operating Earnings

<u>Year</u>	<u>Sales</u> <u>(\$ Billion)</u>	<u>Earnings</u> <u>(\$ Millions)</u>
1985	\$6.5	\$144.6
1984	\$6.6	\$108.2
1983	\$6.1	\$120.4
1982	\$5.0	\$127.9
1981	\$5.0	\$104.8

IBP Background

IBP has conducted its business affairs in a manner similar to its handling of labor relations. The Company relies on its size and power in its dealings with its customers, competitors, suppliers and the communities which vie with one another to land one of its plants (and typically wind-up on the short end of the deal).

IBP has been accused in federal court by the Bohack retail chain of illegal price discrimination and two New York juries, in 1981 and 1982, agreed. IBP has also been the subject of anti-trust suits, brought by Cattle Feeders, now awaiting trial in federal court in Texas and has, through its domination of the market, triggered investigations from the Department of Agriculture, the U.S. House of Representative's Small Business Committee and the Justice Department to shed light on its marketing practices. In one of these investigations, an internal document came to light that discussed the anti-trust implications of the Company's practice of "...withholding Grade 2 and 3 carcasses from the market, to 'hasten the conversion of chain stores from carcass beef to boxed beef'."





Through its low wage policy and its policy of having communities vie with one another to see which one will offer the most in terms of tax breaks, subsidies for water treatment facilities and other forms of relief, IBP has proven to be more of a community burden than a benefactor. Communities, in effect, subsidize IBP. At Dakota City, wages are low enough that some employees who work full-time are still eligible for welfare and food stamps. Further, IBP's strategy of forcing people out on strike or lockout to defend its low wage and benefits policy has not only impoverished the strikers, but denies the community the foregone spending of the employees.

The following is a listing of IBP's beef and pork plants.

<u>Federal Inspection No.</u>	<u>Plant Location</u>	<u>Number of Workers</u>
245C	Dakota City, NE	2,800
245	Denison, IA	240
292A	Luverne, MN	150
245B	West Point, NE	200
245D	Emporia, KS	2,000
278	Garden City, KS	950
245E	Amarillo, TX	1,700
9268	Pasco, WA	N/A
245G	Boise, ID	250
245J	Joslin, IL	1,500

Within the past four years, IBP has broken into the hog slaughtering business and has acquired hog slaughtering at:

<u>Federal Inspection No.</u>	<u>Plant Location</u>	<u>Number of Workers</u>
2923	Madison, NE <sup>1/</sup>	250
244	Storm Lake, IA	750
244L	Columbus Junction, IA	200
244C	Council Bluffs, IA	350

1/ Subcontractor for ConAgra



### III. ABOUT THE IBP DAKOTA CITY WORKERS' WAGES

Currently, the IBP Dakota City workers who are not on a starting wage rate receive a base labor rate of \$8.20 an hour in the slaughter division and \$7.90 an hour in the processing division. Based on a 40 hour workweek, which many weeks the workers do not receive, their annual income falls below the "low-family budget" of \$17,567 as of October 1, 1986, according to the Bureau of Labor Statistics information (and updated by the AFL-CIO Economic Research Department).

But this is far from the whole story. The IBP Dakota City workers have not had a general wage increase in five years (1981-1986). IBP's December 1986 proposal calls for a four year wage freeze (December 1986 through December 1990). That would be nine years without a general wage increase. In effect by the end of 1990 the IBP Dakota City workers would be making the same wages they did in 1981.

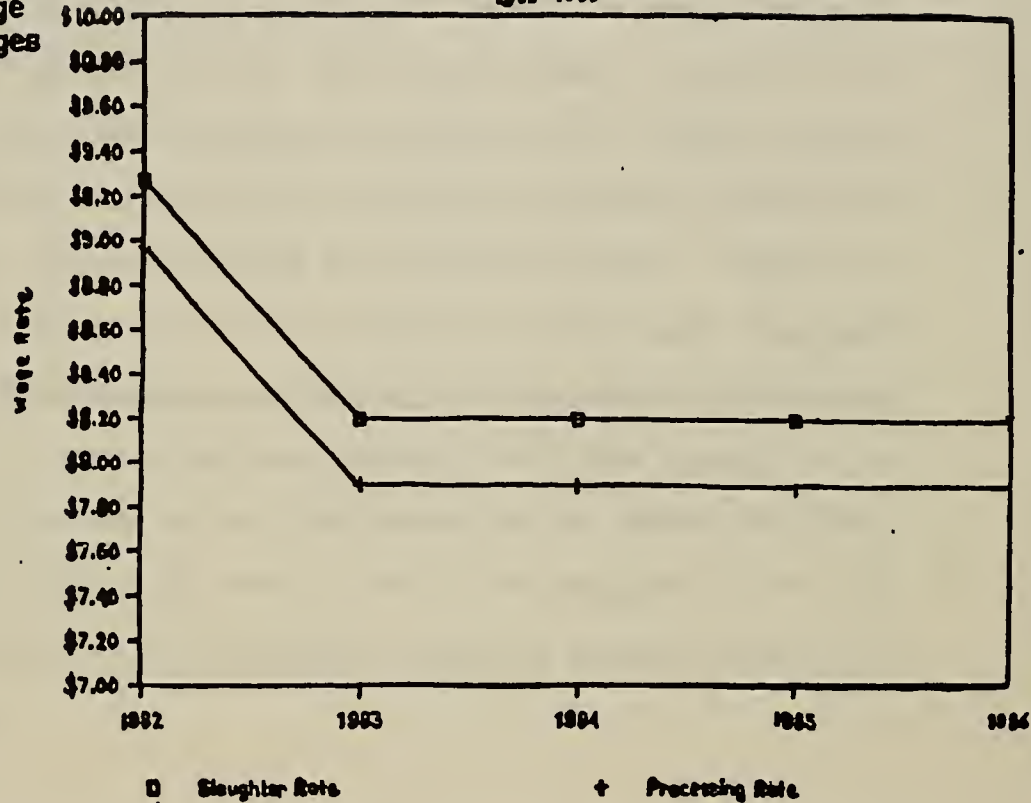
From 1983 through 1986, IBP extracted a \$1.07 an hour wage cut on the IBP workers. That represented an annual loss of \$2,225.60 for each worker, or a total three year wage loss of \$6,676.80 per worker. This occurred in the face of IBP's substantial operating profits (see page 5).



The charts on the right show the drop in IBP workers' wages, the absence of wage increases and current wages vs real income after inflation.

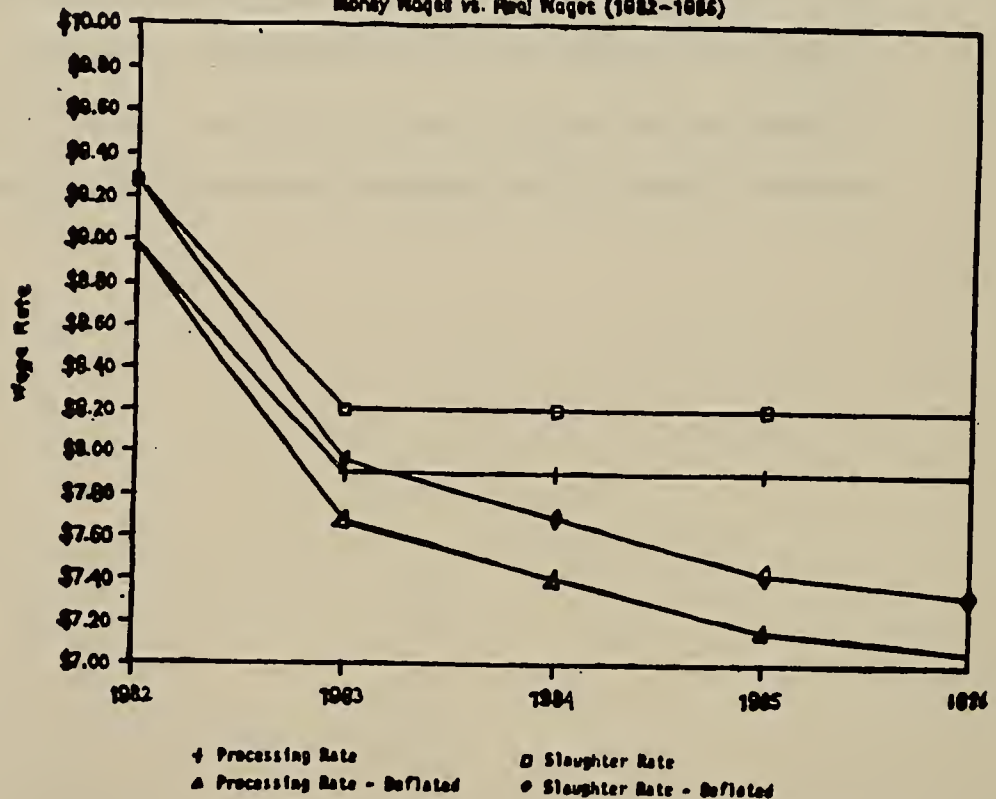
## IBP WAGE RATES

1982-1986



## IBP WAGE RATES

Money Wages vs. Real Wages (1982-1986)







This sad economic situation for the IBP Dakota City workers worsens for the company's greed does not stop at the harsh economic realities just described. Under the old labor agreement, new workers were required to work for one year at \$2.00 under the base labor rate which placed their hourly rate at \$6.20 for slaughter workers and \$5.90 for processing workers. Based on a 36 hour workweek, a worker with a family qualified for food stamps. Many IBP workers have received food stamps while working full-time because their wages are so low. Because of a massive workforce turnover (100% plus a year), it is estimated that over 40 percent of the 2,800 workers at the Dakota City plant are new hires working on a starting rate. A new worker employed at the IBP processing division working a 40 hour workweek earns just \$21.50 a week above the U.S. poverty line.

In order to drive the wages down even further, IBP's 1986 proposal calls for a permanent two tier wage structure for new workers hired under the company's proposed new agreement. Essentially after 30 months on starting rates, this new category of workers would still work for \$.68 an hour less in slaughter and \$.47 an hour less in processing standing side by side of workers doing the same work.



IBP is also demanding that time and one-half pay for work over eight hours in any one day be eliminated and hourly pay on several job classifications be reduced. And on top of a meager hourly wage the workers can't even escape IBP from picking their pocket when they are sick--now the company wants the workers to pay for part of their monthly health insurance premium.

This is more than an attack on the workers' standard of living. Its nothing less than economic rape and by a company which had operating earnings of 144 million dollars in 1985.





#### IV. SAFETY AT THE IBP DAKOTA CITY PLANT

According to the U.S. Department of Labor meat packing is the most dangerous industry in the country. In 1985, there were 30.4 work-related injuries and illnesses for every 100 workers in meat packing. And 15.1 of those injuries and illnesses led to time away from work--called lost work days--again, for every 100 workers in meat packing.

When we examine IBP's own official records filed with OSHA, for the year 1985, we find that IBP may be the worst of the worst. For 1985, IBP lists 1,049 illnesses and injuries requiring more than just first aid. Of these, 649 involved lost workdays. Since there are approximately 2,800 workers at IBP's Dakota City plant, that works out to an illness and injury rate of 37 per 100 workers, which is 23 percent higher than the already outrageous industry average.

The horrendous safety problem at the IBP Dakota City plant is the result of a number of factors: excessive chain speeds, workforce turnover, improper training, production receiving priority over workers' safety.

First, IBP workers labor with one of the fastest meat packing line speeds in the world. On a normal two shift workday, 3,200 cattle are slaughtered and 5,600 slaughtered cattle are disassembled and put into boxes. The working conditions are cramped, with lines of people working side by side with approximately 48 inches of workspace wielding razor sharp knives and



power tools, frantically trying to keep up with a relentless chain bringing production to their work station. Most workers toil away in numbing cold temperatures of 30 to 35 degrees, standing in blood and animal fat which creates a dangerously slippery floor.

Second, IBP has programmed into its system of operation a workforce turnover that is close to 100 percent a year. The IBP Dakota City plant employs approximately 2,800 workers. Such turnover translates into a constant flow of new workers at the work stations every day. This in and of itself is a dangerously intolerable situation where large numbers of inexperienced workers are placed on a fast moving chain, crowded with workers using razor-sharp knives, trying to meet IBP's production quota demand.

Third, all too often, IBP provides little meaningful training for new workers. The worker turnover is so great and IBP's production demands take priority over all else, that new workers are thrown into the system with little training of even the basics of how to maintain their equipment, not to mention, the damages that lurk on the line to body and limb. New workers have to rely on older workers, who are already overworked with excess chain speeds and unqualified help, for tips on how to do the job, the proper maintenance of equipment and safety procedures. This procedure creates dangerous working conditions for new and older workers alike.

Fourth, production at IBP takes priority over all else. A battalion of foremen hyped up by the corporate office to meet staggering production quotas create pressure-cooker working conditions for the workers. Even though





meat packing is one of the most unsafe occupations in the country and IBP is worse than the industry average, production, not safety, is the daily drumbeat coming from IBP.

Blood from the killing floor to the dispensary--in a three month period, between May and July of 1985, there were over 1,800 visits to one nurse's station that didn't even cover the whole plant. And the workers don't just run to the nurse for every scratch and fall. The chain is moving so fast that they can only break away when they are really in trouble and only with the foreman's approval.

Set forth are a few of many examples of the type of medical treatment IBP Dakota City workers receive:

#### Dakota City Workers Testify to IBP's Plant Safety

\* A worker who hauls beef in and out of the cooler fell on a slippery floor last October and dislocated his left knee. He was taken by stretcher to the closest nurse's station and an ambulance was called. But a plant supervisor made the nurse cancel the ambulance. He said the injured worker had been taken to the wrong nurse's station and had to be transported again, to the other side of the plant, so the other nurse could look at him and decide if an ambulance should be called. The nurse explained that this would be difficult since there was no one around to carry the worker to the other side of the plant and he couldn't walk because of his injury. She suggested that the other nurse come down to her station from the distant





station to look at the worker. While all this was going on, the worker lay on the floor on a stretcher with a severely injured leg. After some time, two other plant supervisors--neither of them a nurse--walked into the nurse's station, and seeing the injured worker lying on the floor on a stretcher, allowed the nurse to recall the ambulance.

THIS ACCIDENT COULD EASILY HAVE BEEN PREVENTED IF IBP BOTHERED TO SALT FLOORS WITH SOME REGULARITY.

THIS LUGGER COULD HAVE BEEN TREATED FOR HIS INJURY QUICKLY IF IBP CARED AS MUCH FOR ITS EMPLOYEES AS IT DOES FOR ARBITRARY, INEXPLICABLE RULES ABOUT WHO TREATS WHOM FOR WHAT.

\* A worker who was carrying a 70 pound chuck to a wash sink slid in a puddle of greasy water, and smashed her knee. While in the nurse's station her foreman stormed in demanding that she find witnesses who could prove she had slipped on the floor.

THIS ACCIDENT COULD EASILY HAVE BEEN AVOIDED IF IBP BOTHERED TO UNCLOG DRAINS AROUND THE LINE.

A woman in the processing department went to the nurse when her hands began to fall asleep, and her elbow hurt constantly. For over eight months she was told she had a bad case of tendonitis. She was given "light duty" which consisted of a job change from her original job where she lifted 15-20 pounds at a time. Over these 8 months, her pain became more severe and



moved into her arms and shoulders—at which point she was given a cortisone shot in her shoulder. Finally the pain got so bad she could not close her hands, and the company sent her for surgery on her wrist to relieve the pain. The surgery did relieve some of the pain in her fingers, but not in her arms.

When she came back to work and her condition worsened, the nurse's dispensary provided unlimited quantities of Advil for continuing shoulder and arm pain. The Advil dulled the pain enough to allow her to perform the work, but it made her dizzy and unattentive on the line.....and doing such work further strained damaged tissue. Finally, she insisted that she be allowed to consult a personal physician. At IBP, you need approval to exercise your rights to see your own doctor.

The woman's personal doctor x-rayed her, and found the cause of her pain to be a crushed vertabrae in her neck that dated back to an old injury. She had extensive neck surgery in August, and has not been able to go back to work yet.

\* Last August, a man working on the kill floor bent down to pick up a dial which was not properly attached to a new sterilizer tank. Without notice, the line started moving, and he was hit in the head with a side of beef as he picked up the dial. For five days, he was given increasing doses of Advil by the nurse as his headaches from the injury got worse and worse.

He asked to see the doctor, but was refused because he didn't have a note from the foreman. The foreman agreed to let him see the company doctor,



but by then, the doctor was not in. When he tried again, the nurse told him that he would have to take personal time off to see the doctor, because the foreman wouldn't send a note. He agreed to take personal time off, but the foreman would not let him off early.

The man had a seizure on the line, a week after his injury. Taken by ambulance to the medical center, his doctor decided to run a CAT scan because the lump on his head was huge. IBP told him that a CAT scan would not be paid for by the company because it had no knowledge of the worker being hit on the job.

IBP still contends that the injury was not work-related. In the meantime, the medical bills for the Cat Scan and hospital stay have not been paid.

\* A minor cut can be given a small band-aid, called a "butterfly stitch," to hold skin together while the injury heals. A number of workers at IBP have explained that the company has used "butterfly stitches" for more than minor knife cuts in lieu of stitches. Why? Because "butterfly stitches" are considered first aid by OSHA, and so, need not be recorded as a workplace injury. Stitches of the usual variety must be recorded as an injury according to OSHA.

\* When slashed in the forearm by the knife of a co-worker, a worker in meat clean-up reported to the company nurse for care. Stating that the cut was "just superficial", the nurse pressed the torn sides of the wound together







long enough to get a butterfly bandage around it. The worker was given Advil, and told to return to her job the next working day. Concerned about the depth of the cut, a union officer sent her to her own doctor, who had to use five stitches to hold the wound together, with several days of restricted activity to allow the wound to heal before resuming use.

Workers at IBP relate horror stories one after another about how delayed treatment--and the importance of keeping the line going at all times--result in bungled medical care.

The first part of the book is devoted to a general introduction to the subject of the history of the English language. It deals with the various stages of the language from its earliest forms to the present day. The second part of the book is devoted to a detailed study of the English language in its various dialects and varieties. It discusses the differences between the various forms of the language and the reasons for these differences. The third part of the book is devoted to a study of the English language in its various social and cultural contexts. It discusses the role of the language in society and the influence of culture on the language.

The book is written in a clear and concise style and is suitable for students of the English language. It is a valuable resource for anyone interested in the history and development of the English language.

V. IBP'S POSITION ON COMPETITION WORKERS' WAGES

Officials of IBP will declare, with a straight face, they are paying a competitive wage rate for the beef sector of the meat packing industry and that they are just trying to remain competitive. An interesting self serving position considering it was IBP who drove the wages down in the beef sector of meat packing and it is IBP who controls this segment of packing and for all practical purposes is the wage pacesetter.

However, as discussed in previous pages of this report, the economic issues that must always be kept in mind are briefly as follows:

1) Is \$7.90-\$8.20 an hour for older workers and \$6.00 for new workers proper compensation for working on one of the fastest chains in the world, in one of the most hazardous industries in the nation?

2) In 1987, is \$6.00, \$7.90, or \$8.20 really a liveable wage? And is it a just wage considering IBP is one of the most profitable packers in the industry?

3) Is it right for workers employed full-time, for a company, which had an operating income of \$144 million in 1985, to be eligible for food stamps because IBP refuses to pay a decent wage?

4) Should workers be forced to work nine years--almost a decade--without a general wage increase?

5) In 1991 would you find it acceptable to be receiving the same wages you made in 1981?

No matter what rationalization IBP comes up with to defend its position, the facts described above are the real economic issues.



Does IBP's Competitive Position Hold Water?

During the 1960's, into the mid 1970's, Armour, Swift, Wilson, John Morrell and many independents paid the prevailing national wage rate to their beef workers. When IBP first came into the industry in 1961 and expanded into the mid 1970's, IBP maintained they were going to be a low cost producer, which translated into being a low wage operator. IBP forced its employees to work at \$2.00 and \$3.00 an hour less than what IBP's competitors paid their employees.

As a result of such a labor cost advantage, IBP could pay more for live cattle which took the raw product away from competitors or forced them to match IBP's bids on top of a higher labor cost which squeezed profit margins. On the other end of the business, IBP could sell their products cheaper to the retailers which took the marketplace away from competition, or forced them to sell their products at a loss in trying to compete with IBP's low wage operation.

Now this all sounds fine for the livestock producers and the consumers, except for one overlooked fact. IBP drove Wilson, Swift, Armour and several independents out of the beef business. As studies would later show, with such big operators out of the business, with thousands of jobs lost and communities devastated, IBP was dictating prices to be paid for livestock and those prices were much lower than when there was still competition, for example, say in the Southwest part of the United States. And again studies showed consumers did not realize any savings in the price of beef at the





retail meat counter. No one—workers, communities, livestock producers and consumers—derives any benefit from IBP's domination of the industry.

By the late 1970's, IBP had taken control of the beef industry and going into the 1980's IBP slaughtered more beef than the next three largest operators combined. Therefore, when IBP forced a wage concession or froze wages, the competitors that were left immediately followed suit. So in the final analysis IBP controls the competition and industry by virtue its size and very actions. The wage competition is what IBP makes it.

To illustrate this point, the IBP Dakota City workers have not had a general wage increase in five years. If we look at the wages throughout the beef sector of the industry, we find the workers' wages have been stagnated as well. In other words, IBP has by its bargaining action depressed the wages and potential for increases for the entire industry. Currently, IBP is demanding four more years of a wage freeze and two large national beef operators recently declared in a newspaper interview, they will do the same to stay competitive with IBP. If IBP is successful at Dakota City, it will have succeeded in freezing the workers' wages in the entire sector of the beef industry for nearly a decade. Now this is abusive corporate power that needs to be halted. Finally, it is certainly not difficult to see how IBP controls this game and why the workers at Dakota City cannot afford to play in this arena controlled by IBP.



## VI. CONCLUSION

Every American worker, every trade unionist, and every person outside of the labor movement concerned about workers, must see IBP as being in the vanguard of Corporate America in attacking the workers' standard of living—~~think about it, almost a decade with no general wage increase.~~ Can we as workers and a labor movement stand by while one of the largest companies in America brutally attacks 2,800 workers at Dakota City? Can workers, no matter what industry we work in, afford to let a big company get away with such an outrageous act? Do we dare kid ourselves that the potential ramifications at Dakota City will not be nationwide, touching all industries?

IBP represents Corporate America at its worst--corporate greed, unsafe working conditions, economically deprived workers and lack of work dignity. This is a classic case of worker exploitation. And the very reasons why workers in the 1930's mobilized in mass to organize and struggle for a better life. Dakota City is truly a page torn out of history from the turn of the century.

Workers and the labor movement must rally nationally behind this struggle because it is a national struggle against Corporate America at its worst. The IBP Dakota City struggle and workers need your help--let's not let the IBP workers/Local 222 members be another PATCO! Solidarity FOREVER must be the rallying call to mobilize the American workers against this Corporate Giant.



Actions to Take

As a start, we respectfully request you take the following actions immediately:

1) Send a telegram to Local 222, 3038 South Lakeport Road, Sioux City, Iowa 51106, declaring your support for the IBP Dakota City Workers Struggle. And send a copy of the telegram to the news media in your area.

2) Establish an IBP Dakota City worker struggle team in your local union to carry the word to your membership about this important struggle. Upon request, handbills will be furnished to you for distribution.

3) Go to your central labor bodies, state federations and other groups to seek their endorsements and support of the IBP Dakota City Workers Struggle.

4) Send funds to aid the IBP Dakota City workers. Funds should be sent to: IBP Dakota City Workers Struggle Fund, 3038 South Lakeport Road, Sioux City, Iowa 51106.

5) Don't buy IBP products at stores that have been identified as selling IBP products.

If you have any questions or need materials or assistance, please contact:

Lewie Anderson  
UFCW Packinghouse Division  
National IBP Workers Struggle  
Coordinator  
1775 K Street, N.W.  
Washington, D.C. 20006  
(202) 223-3111

Bill Schmitz  
Executive Officer  
Local 222  
3038 South Lakeport Road  
Sioux City, Iowa 51106  
(712) 276-8510









# United Steelworkers of America

AFL-CIO  
DISTRICT ONE  
43 HARVARD STREET  
WORCESTER, MASSACHUSETTS 01609  
TELEPHONE (617) 798-8703

WILLIAM J. FOLEY  
DIRECTOR



DOMENIC A. DIPILATO  
ASSISTANT DIRECTOR

February 23, 1987

Mr. Arthur R. Osborn, President  
Massachusetts/AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Arthur:

I am writing this letter to personally thank you for the inspiring speech you gave to the new Steelworker members from the City of Boston Middle Management Local. Since the rally, I have had several negotiating meetings and am on the way to getting the best contract ever negotiated in the past several years with any city in the U.S.A.

Once again, my personal thanks.

Your friend,

*Bill*

William J. Foley  
Director, District One

WJF/et

cc: Domenic A. DiPilato, Asst. Director  
Edward J. Galuszkà, Sub-District Director  
William Irvin, Sub-District Director  
Robert F. Doyle, Staff Representative





THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS  
GOVERNOR

February 19, 1987

Mr. Arthur R Osborn  
President  
AFL/CIO  
8 Beacon Street  
Boston MA 02108

Dear Mr. Osborn:

Thank you for your letter endorsing the candidacy of James Kelly for reappointment to the Board of Trustees of Northern Essex Community College.

As you may realize, we have had many requests for this board, and it will not be an easy decision. You can be assured, however, that Mr. James Kelly's candidacy will be given every consideration and that your recommendation will become part of his personnel file.

Thank you for bringing this fine candidate to our attention.

Sincerely,

Nicholas T. Mitropoulos  
Director of Personnel

NTM/cps  
cc: Robert Schwartz







JOHN J. FLYNN DIRECTOR  
REGION 9A UAW  
111 SOUTH ROAD  
P. O. BOX 1247  
FARMINGTON, CONNECTICUT 06034  
PHONE: (203) 674-0143

PRINTED IN U.S.A.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

OWEN BIEBER, President



RAYMOND MAJERUS, Secretary-Treasurer

February 4, 1987

Arthur Osborn, President  
Massachusetts State Labor Council  
AFL-CIO  
8 Beacon Street  
Boston, Mass. 02108

Dear Arthur:

As you are no doubt aware, the independent organizing project at Harvard University has affiliated with AFSCME. This new turn of events will be a troublesome development in our attempt to organize Harvard employees but I am confident that with the renewed vigor and additional resources the UAW is now putting into our drive, we will still be able to successfully organize Harvard.

The AFSCME raid will be taken up by Owen directly with Lane Kirkland and others. In the meantime, I am certain that you and the Massachusetts AFL-CIO will not waiver in your strong support of the UAW effort at Harvard. It is unfortunate that some unions put more effort in raiding than organizing the vast pool of unrepresented workers.

On another matter related to the Harvard drive, I wanted to express to you my deep misgivings about the role of Harvard's Trade Union program in the organizing campaign. It has been clear to me for quite sometime that the administration and faculty of the Trade Union program have been openly hostile to the UAW effort and partisan toward Kris Rondeau's independent operation. Some faculty have showcased HUCTW on class panels while ignoring our existence.

As an alumnus of the program I find this disturbing. As UAW Director in the Northeast, I think it is quite unacceptable. Now that HUCTW has affiliated with AFSCME, the staff and faculty of the program will apparently be working on behalf of one AFL-CIO International Union and against another. The Trade Union Program should serve the leadership training needs of all unions and not champion the cause of one union and hurt another.

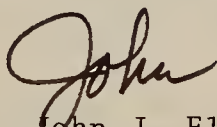


Arthur Osborn  
February 4, 1987  
Page 2

Another side to this is even darker in my view. While we in the labor movement tend to view the Trade Union Program as a worker's school, it is, in fact, a part of the Harvard Business School and its administration and faculty are part of the University management structure. If the administration and faculty of the program favor AFSCME/HUCTW over the UAW does this partisanship reflect the view of Harvard management? Does it mean that Harvard management would prefer to bargain with AFSCME and not with the UAW? These are disturbing questions which I intend to look into more deeply.

If you have any thoughts on anything I have raised I would appreciate you letting me know. I look forward to speaking with you soon.

Fraternally,

A handwritten signature in dark ink, appearing to read "John", written in a cursive style.

John J. Flynn  
Director

JJF/hmz  
opeiu494



C

ANNOUNCEMENT

1987 AFL-CIO ANNUAL EDUCATION CONFERENCE

held in conjunction with

Annual Meeting of the UCLEA

March 24-27, 1987

Fairmont Hotel  
University Place  
New Orleans, Louisiana  
Telephone 504-529-7111

The 1987 conference will be held at the Fairmont Hotel, New Orleans, within walking distance of the famous French Quarter. The daily rate is \$85.00, single or double room. Reservations should be made promptly and directly with the hotel because this is a very popular week in New Orleans. A copy of the hotel reservation form is enclosed.

In addition, there will be a REGISTRATION FEE OF \$50.00 to cover the cost of two breakfasts, a reception, materials, etc. A check made payable to the Secretary-Treasurer, AFL-CIO, should accompany your registration form and be sent to:

Dorothy Shields  
Education Department, AFL-CIO  
815 - 16th Street, N. W.  
Washington, D. C. 20006

As in the past, the AFL-CIO participants will meet in an all-day seminar on Tuesday, March 24th; UCLEA participants will be attending committee meetings during that day. Both groups will meet jointly from Wednesday morning through the completion of the program Friday at noon. Additional program information is enclosed.

Thursday evening, we will offer an optional program -- a dinner cruise aboard the Steamboat Natchez which leaves from the docks behind the Jax Brewery in the French Quarter. Cost of this excursion is \$24.75 per person. The two-hour cruise on the Mississippi is from 6:30 to 8:30 p.m. with boarding time at 5:30 p.m. We are currently holding seventy five reservations. If you wish to take advantage of this opportunity, please send us a separate check with the enclosed form. Checks should be made payable to the Secretary-Treasurer, AFL-CIO.





**PRELIMINARY PROGRAM**

**1987 Annual AFL-CIO Education Conference**

**UCLEA Annual Meeting**

**March 24-27, 1987**

**MONDAY, MARCH 23, 1987**

**4:30 - 7:30 p.m.                      Registration**

**TUESDAY, MARCH 24, 1987**

**8:30 - 10:00 a.m.                      Unions' International Trade Concerns**

**Professor John M. Culbertson,  
University of Wisconsin**

**10:00 - 10:15 a.m.                      Coffee Break**

**10:15 - Noon                              WORKSHOP: Labor Education  
Programs Dealing with Foreign Trade**

**Noon - 1:30 p.m.                        Lunch**

**1:30 - 3:00 p.m.                        Implications of "Super Tuesday"**  
  
**Joan Baggett, Director of  
Communications and Education,  
International Union of Bricklayers  
and Allied Craftsmen**

**3:00 - 3:30 p.m.                        Coffee Break**

**3:30 - 5:00 p.m.                        Educational Reform -- Programs  
in Southern States**

**8:00 - 10:00 p.m.                        Reception**



Wednesday, March 25, 1987

8:15 - 9:00 a.m.	<b>Breakfast Meeting</b>
9:15 - 10:15 a.m.	<b>PLENARY SESSION:</b>  <b>Adult Learning Functions: Implications for Labor Educators</b>  Judy Koloski, Executive Director, American Association for Adult and Continuing Education
10:30 a.m. - Noon	<b>CONCURRENT WORKSHOPS:</b>  <b>Synergogy: Implications for Planning Serving the Educational Needs of a Multi-Linqual Workforce</b>
10:30 a.m. - Noon	<b>Self-Analysis of the AFL-CIO "Future of Work" Report</b>  <b>Developing Leadership Skills to Meet the Needs of a Changing Workforce</b>
12:00 noon - 2:00 p.m.	<b>Union Education Directors Luncheon</b>
2:00 - 2:45 p.m.	<b>Address by Cesar Poloni, Chief, Workers' Education Branch, Bureau of Workers' Activities, International Labour Organization</b>
2:45 - 3:00 p.m.	<b>Coffee Break</b>
3:00 - 4:30 p.m.	<b>CONCURRENT WORKSHOPS:</b>  <b>Introducing Labor Studies in the Schools</b>  <b>The Role of Labor Education in Developing Critical Skills</b>  <b>Programs in Training Union Trainers</b>  <b>Innovative Teaching Techniques in Labor Education</b>
4:30 - 5:30 p.m.	<b>Joint Union/University Directors Meeting</b>

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Thursday, March 26, 1987

8:30 - 10:00 a.m.

PLENARY SESSION:

Technology and International Competition

Rudy Oswald, Director,  
Department of Economic Research, AFL-CIO

10:00 - 10:15 a.m.

Coffee Break

10:15 - 11:45 a.m.

CONCURRENT WORKSHOPS:

Labor Education & Changing Technology:  
U.S. and International Comparisons

Canadian Experience with Technology

The Scope of Unemployment and  
Underemployment: The effects  
on Research and Programs

Exporting Safety & Health Hazards

1:30 - 3:00 p.m.

CONCURRENT WORKSHOPS:

Employee Ownership

Necessity for Lifelong Learning

Job Banks/Retraining Programs

Immigration Patterns and the Global  
Dimension of Work

3:00 - 5:00 p.m.

Audio-Visual Presentations (AFL-CIO)

Textbook Options and Needs (UCLEA)

Discussion of Advanced Degree  
Programs in Labor Studies (UCLEA)

5:30 - 8:00 p.m.

MISSISSIPPI River Boat Cruise and Dinner  
(Optional) \$24.75 per person





Friday, March 27, 1987

8:00 - 8:30 a.m.

Continental Breakfast

8:30 - 10:00 a.m.

PLENARY SESSION:

The Changing Nature of Legal Issues  
in Industrial Relations

David M. Silberman,  
Associate General Counsel, AFL-CIO

10:00 - 10:15 a.m.

Coffee Break

10:15 - 11:45 a.m.

CONCURRENT WORKSHOPS:

Contemporary Issues in Organizing

Alternatives to the Strike

Drugs and Alcohol in the Workplace

Discrimination in the Workplace

11:45 a.m. - 12:00 noon

Closing Comments and Adjournment



**CONFERENCE REGISTRATION FORM**

1987 AFL-CIO Annual Education Conference  
March 24-27, 1987

**Please make checks payable to:**

Secretary-Treasurer, AFL-CIO

**Registration Fee:**

\$50.00 Per Person

**Return this form & registration fee to:**

Dorothy Shields  
Education Department, AFL-CIO  
815 - 16th Street, N. W.  
Washington, D. C. 20006

**Please complete a separate form for each registrant.**

Enclosed is our check for \$ \_\_\_\_\_

Representing # \_\_\_\_\_ conference registrations.

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

\_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Telephone\_\_ (\_\_\_\_) \_\_\_\_\_



NATCHEZ DINNER CRUISE

Thursday, March 26, 1987

6:30 - 8:30 p.m.

Two Hours on the Mississippi -- \$24.75 Each

Name\_\_\_\_\_

Title\_\_\_\_\_

Union/University\_\_\_\_\_

Address\_\_\_\_\_

\_\_\_\_\_

PLEASE MAKE CHECKS PAYABLE TO:

Secretary-Treasurer, AFL-CIO

Amount of Check Enclosed\_\_\_\_\_

Number of Persons in Your Party\_\_\_\_\_

Please return this form and your check to:

Dorothy Shields  
Education Department, AFL-CIO  
815 - 16th Street, N. W.  
Washington, D. C. 20006





*The Fairmont Hotel*  
*Welcomes*

**AFL-CIO EDUCATION CONFERENCE  
UCLEA ANNUAL MEETING  
MARCH 24 - 27, 1987**

NAME (Please Print)	COMPANY	I WILL ARRIVE ON	DEPART ON
ADDRESS		CITY & STATE	
		ZIP	

**TO MAKE RESERVATIONS**

**ACCOMMODATIONS**

A DEPOSIT OF **86.00**  
PER ROOM OR **150.00**  
PER SUITE OR  
YOUR CREDIT CARD  
NUMBER AND EXPIRATION  
DATE MUST ACCOMPANY THIS  
RESERVATION.



**ROOMS:**

**SINGLES, PER DAY: \$86 ().**

**TWINS/DOUBLES, PER DAY: \$86 ().**

**SUITES: 1 BEDROOM FROM \$275 ().**

**VALET PARKING AVAILABLE**

If the reservation is not honored on the day of arrival or is not cancelled before 6:00 p.m. on that date, the room will be billed for one night and then the reservation will be cancelled. If room at the rate requested is unavailable, one at the nearest available rate will be reserved.

- ☐ AMEX  
☐ DINERS CLUB  
☐ CARTE BLANCHE  
☐ VISA  
☐ MASTER CARD

CREDIT CARD:

CARD  
NUMBER:

ICA#

EXPIRATION  
DATE:

All rooms subject to city room tax. Your reservation must be received 30 days prior to the starting date of the meeting. Reservations received after that date, subject to availability.

**WE LOOK FORWARD TO SERVING YOU  
HAVE A SAFE JOURNEY TO THE FAIRMONT HOTEL**  
If you have further questions call: U.S. (800) 527-4727

AFFIX  
LETTER  
RATE  
STAMP

**Fairmont Hotel**  
University Place  
New Orleans, LA 70140

**Attn: Reservation Department**

**JACK LUTZ, Manager**

**(609) 484-8418**

**AFL-CIO  
Union-Industries Show**

**Show Office: #55 Mariner's Cove Marina, P.O. Box 137  
Margate Bridge Road, Northfield, NJ 08225**



# AFL-CIO Union-Industries Show

815 Sixteenth Street, N.W., Washington, D.C. 20006 • 202-628-2131

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February 1987

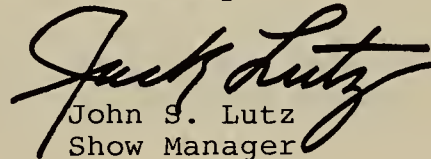
Dear Exhibitor:

The office for the 1987 AFL-CIO Union-Industries Show is now open in the Atlantic City area. For your convenience I have attached a business card showing my address and phone number. Please contact me if you have any questions regarding your participation in the show.

The exhibitors service manual will be sent March 1. Hotel reservation forms will be sent April 1.

A word of advice; be sure to submit your electrical service and cleaning orders early. If you wait until show time to order these services you will incur a substantial increase in cost.

Sincerely,

  
John S. Lutz  
Show Manager

JSL:eh  
Attachment  
opeiu#2





REG. U. S. PATENT OFFICE

54

C

OFFICE OF

WALTER L. SULLIVAN, Secretary-Treasurer

17 BATTERY PLACE, NEW YORK, N. Y. 10004

SUITE 1530

Telephone: 425-1200

## International Longshoremen's .... Association ....

*Affiliated with AFL-CIO and Canadian Labour Congress*

February 2, 1987

Dear President:

The International Longshoremen's Association, AFL-CIO will be holding its 47th Convention and 95th Anniversary Convention on Monday, July 20 through Thursday, July 23, 1987 at the Sheraton Bal Harbour, Bal Harbour, Florida. Member delegates representing Atlantic Coast, the Great Lakes and the South Atlantic and Gulf Coast Districts of our Union will be in attendance.

Our 116,000 members of the International Union would deem it an honor to receive a message of greetings from you. Each delegate and guest attending the Convention will receive a copy of your message.

Prior to April 1, 1987, please direct your communications to Thomas W. Gleason, President, International Longshoremen's Association, AFL-CIO, 17 Battery Place, Suite 1530, New York, New York 10004.

As with past conventions, we plan to catalog all messages so your prompt reply is most appreciated.

Please accept my personal thanks for your kindness and interest on behalf of our Union.

Fraternally yours,

Walter L. Sullivan  
Secretary-Treasurer  
International Longshoremen's  
Association, AFL-CIO







C

Labor Affairs Office  
50 Salem Street  
Lynnfield, Massachusetts 01940  
617/956-3178  
617/956-3169

February 9, 1987

TO: Messrs. Averill, Collins, Dart, Fenton, Howell, Osborn,  
Thompson and Sullivan

Many thanks for taking time from your schedule to attend the meeting last Thursday evening. I was personally very pleased that each of you could attend but more importantly participate in the meeting. I was also very encouraged to hear your positions concerning "Balance Billing" and "Non Participating" physicians.

This office will make every effort to keep each of you informed as things develop. I have already requested a list of the Non Par physicians and will forward same to each of you once I obtain it. In the event that you did not make a note of it, the public hearing is scheduled for February 12th at Springfield Technical Community College in Building 17, Room 102, from 1:30 - 6:00 p.m.

At the present time Ed Prajzner is scheduled to speak from 3:45 - 4:15 p.m. I plan to attend the hearing and look forward to seeing most of you there.

Please feel free to contact me before that date if I can be of any assistance. Again, our sincere thanks for your interest and concern.

*Bob Halloran*

RJH/da

cc: J. F. Conlon  
E. J. Prajzner





Labor Affairs Office  
50 Salem Street  
Lynnfield, Massachusetts 01940  
617/956-3178  
617/956-3169

February 9, 1987

Mr. Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA. 02108

Dear Arthur:

The purpose of this letter is to let you know that the meeting in West Springfield went very well.

The following labor people were in attendance:

Dick Averill  
Ed Collins  
Joe Dart  
John Fenton  
Dick Howell  
Charlie Thompson

In addition one former labor leader made an appearance ---- Timothy Sullivan.

The tone of the meeting reflected support of keeping the "Ban on Balance Billing" and we were encouraged not to allow payments for "Non Participating" physicians.

As you are well aware, this is a very hot issue in the Springfield area. There is a public hearing scheduled for February 12th at the Springfield Technical Community College (1:30 - 6:00 p.m.). This public hearing will be chaired by Senator Melconian. I think we can all be assured that the current situation in Western Massachusetts will be the prime topic of discussion. I am confident that some of the attendees of last night's meeting will attend the public hearing and testify.

I will keep you posted concerning my involvement with the Labor Community in Western Mass and as always will be most willing to meet with you to discuss the situation at anytime.





Labor Affairs Office  
50 Salem Street  
Lynnfield, Massachusetts 01940  
617/956-3178  
617/956-3169

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Mr. Arthur Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA. 02108

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Page Two

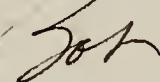
2/9/87

Mr. Arthur Osborn, President  
Massachusetts AFL-CIO

If you should decide to attend the public hearing I would suggest that you touch base with Charlie Thompson.

Please feel free to give me a call if you have any questions concerning this matter.

Sincerely,



Robert J. Halloran  
Director Labor Affairs

RJH/da





# *The Commonwealth of Massachusetts*

## *Division of Employment Security*

*Charles F. Hurley Employment Security Building*

*Government Center, Boston, Mass. 02114*

*Office of the Director*

MICHAEL S. DUKAKIS  
GOVERNOR  
KRISTIN S. DEMONG  
DIRECTOR

February 5, 1987

Arthur Osborne  
President  
Mass AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02110

Dear Arthur:

Enclosed is a revised unemployment insurance trust fund report. We are delighted to inform you that for 1987 tax schedule A will be in effect.

Please feel free to contact us if you have any questions.

Sincerely,

A handwritten signature in dark ink, appearing to read "K. Demong", written over a horizontal line.

Kristin S. Demong



REPORT ON THE CONDITION OF THE MASSACHUSETTS  
UNEMPLOYMENT INSURANCE TRUST FUND

DIVISION OF EMPLOYMENT SECURITY  
FEBRUARY 1987

Introduction

Chapter 233 of the Acts of 1983 requires the Director of the Division of Employment Security to report on the status of the unemployment compensation trust fund and annually recommend to the General Court the amount of reserves necessary to maintain an "adequate and proper" unemployment compensation trust fund in Massachusetts. This report revises the data provided in the December 1986 report on the condition of the trust fund. The report does not alter the original recommendation that no legislative action is necessary to ensure adequate trust fund reserves in 1987.

Condition of the Trust Fund

The DES has been conducting an administrative audit of the Unemployment Insurance Trust Fund covering the years 1984 through 1986. Preliminary results of this audit requires an adjustment of 1.0 percent for the September 1986 balance.

All adjustments are to the private contributory fund balance and do not impact the governmental balance.

The revised September 30, 1986 trust fund balance is \$971.1 million. This balance includes payments made by all employers.

The revised private contributory system account balance is \$938.6 million as of September 30, 1986.

The governmental contributory system balance is \$32.5 million for September 1986.

Adequate Reserves

The determination of the tax schedule to be in effect for calendar year 1987 has been revised to reflect the preliminary audit adjustments. The audit adjustment changes the tax schedule for 1987 from B to A.





REPORT ON THE CONDITION OF THE MASSACHUSETTS  
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DIVISION OF EMPLOYMENT SECURITY  
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Adequate Reserves

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The trigger mechanisms for 1987 is as follows:

September 30, 1986 trust fund balance	\$938.6 million
Estimated October receipts	77.7 million
Adjusted balance for computation	\$1016.3 million

Adjusted balance divided by calendar year 1985 total wages  
equals trust fund reserve ratio:  
 $\$1016.3 \text{ million} / \$44.074 \text{ billion} = 2.31\%$ .

Trust fund reserve percentage of 2.3 or more triggers Schedule A.

Recommendation:

Trust fund reserves are adequate for the payment of unemployment insurance benefits for 1987 and no legislative action is necessary.

Audit Adjustment

The audit adjustments will impact the monthly trust fund data back to July 1984. When the audit is complete we will provide the revised trust fund data back to 1984 and new projections for 1987.





*The Commonwealth of Massachusetts*  
*Executive Office of Labor*  
*One Ashburton Place--Room 2112*  
*Boston, Ma. 02108*

MICHAEL S. DUKAKIS  
GOVERNOR

PAUL J. EUSTACE  
SECRETARY

C P

January 21, 1987

Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear President Osborn:

I am aware of your concerns regarding the emergency letter on prevailing wages and I respect your concerns. However, for the reasons we discussed at the meeting I am maintaining the position which I stated at the meeting.

Sincerely,

A handwritten signature in cursive script, appearing to read "Paul J. Eustace".

Paul J. Eustace  
Secretary of Labor

PJE:sd





C

January 28, 1987

Arthur Osborne, President  
Massachusetts AFL/CIO  
8 Beacon Street  
Boston, MA

Brother Osborne:

Allow me to take this time to express my sincerest appreciation for your support.

I look forward to a long and productive relationship between my office and yours in pursuing justice and equality for all workers.

Fraternally,



Karen G. Courtney  
Assistant Commissioner  
Department of Labor and Industries  
100 Cambridge Street  
Boston, MA 02202

727-3454





February 5, 1987

Mr. Arthur Osborn  
President  
Massachusetts AFL-CIO  
Eight Beacon Street  
Third Floor  
Boston, MA 02108

Dear President Osborn:

As Frontlash's "BUY AMERICAN" campaign coordinator, I want to acknowledge State Director Jim Shaw and his volunteers in Boston for their efforts in hosting activities on November 28, 1986 -- Frontlash's First Annual "BUY AMERICAN" Day.

Although the quantity of Union Label and BUY AMERICAN materials (bags, t-shirts, buttons, flyers) provided by the national office was limited, they succeeded in obtaining the goal of the campaign: to increase support and awareness in the community for American-made products and to generate media attention as well.

As a national office representative, I just wanted to express my appreciation and recognition of their efforts to you.

In solidarity,

Jannie E. Robinson  
National Director  
High School Program

JER/caw

cc: Jim Shaw



# American Federation of Labor and Congress of Industrial Organizations

## EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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Albert Shanker  
Charles H. Pillard  
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Wayne E. Glenn  
Frank Drozak  
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William H. Bywater  
Owen Bleber  
Morton Bahr  
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Robert A. Georgine  
Jay Mazur

February 5, 1987

**To: INTERNATIONAL UNION PRESIDENTS AND PRINCIPAL OFFICERS OF STATE FEDERATIONS**

Dear Trade Unionist:

The labor movement has won important federal and state laws and regulations that guarantee workers the "right-to-know" about chemical hazards on the job.

Now that these rights have been won, it is important that trade unionists put them to use to improve worker health and safety.

To explain the rights of union members under these new laws, the AFL-CIO will put on a teleconference on "The Right-to-Know--Making It Work" on April 23-24, 1987.

The teleconference, co-sponsored by the AFL-CIO Department of Occupational Safety, Health and Social Security, the George Meany Center for Labor Studies, and the Labor Institute of Public Affairs, will cover the history of the right-to-know, requirements of the federal OSHA Hazard Communication Standard, coverage under state right-to-know laws, and strategies for getting and using chemical hazard information. The target audience is local union members, particularly local union officers and safety and health committee members.

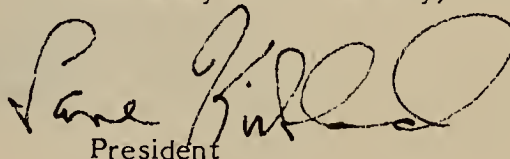
We are working in cooperation with the university-based labor education programs which will coordinate and conduct the program at sites around the country.

We would appreciate your assistance in publicizing and recruiting for the conference through articles in your publications and direct mailings to your affiliates. A press release on the teleconference and a list of participating universities and contacts at those universities is enclosed. Additional universities and sites may sign on to participate in the conference. Trade union members interested in attending the conference should contact and register with the university site in their area.

AFL-CIO unions and state federations have done a tremendous job winning right-to-know protections for workers. Your continued involvement and assistance in making this national teleconference a success is appreciated.

For further information on the teleconference contact Jeff MacDonald, George Meany Center for Labor Studies (301-431-6400) or Peg Seminario, AFL-CIO Department of Occupational Safety, Health and Social Security (202-637-5366).

Sincerely and fraternally,

  
President





RIGHT-TO-KNOW TELECONFERENCE

UNIVERSITY/COLLEGE CONFERENCE SITES

1. University of Arkansas at Little Rock  
Contact: James E. Nickels  
33rd and University  
Little Rock, Arkansas 72204  
(501) 371-5406
2. University of California-Berkeley  
Contact: Robin Baker  
2521 Channing Way  
Berkeley, California 94720  
(415) 642-0320
3. University of California-Los Angeles  
Contact: Marianne Brown  
1001 Gayley  
Los Angeles, California 90024  
(213) 825-9603
4. University of Connecticut  
Contact: Saul Nesselroth  
U-13, Room 204  
One Bishop Circle  
Storrs, Connecticut 06268  
(203) 486-3417
5. University of the District of Columbia  
Contact: Edgar Lee  
1321 H Street, NW, Mezzanine  
Washington, DC 20005  
(202) 727-2326
6. University of Illinois  
Contact: Helen Elkiss  
Rice Building, Suite 214  
815 West Van Buren  
Chicago, Illinois 60607  
(312) 996-2623
7. Indiana University  
Contact: Michael Parsons  
Owen Hall 101  
Bloomington, Indiana 47405  
(812) 335-9082
8. Dundalk Community College  
Contact: Everett G. Miller  
7200 Sollers Point Road  
Dundalk, Maryland 21222  
(301) 522-5785





RICHARD A. GEPHARDT  
3D DISTRICT, MISSOURI

WAYS AND MEANS COMMITTEE

WASHINGTON OFFICE:  
1432 LONGWORTH HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
PHONE: (202) 225-2671

CONGRESS OF THE UNITED STATES  
HOUSE OF REPRESENTATIVES  
WASHINGTON, DC 20515

DISTRICT OFFICE:  
9959 GRAVOIS  
ST. LOUIS, MO 63123  
PHONE: (314) 631-9959

January 23, 1987

Mr. Arthur Osborn, President  
State Federation  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborn:

As we begin this historic 100th Congress, we face a difficult challenge: the unfinished business of moving America ahead to face unprecedented international trade challenges.

Last year the House passed the "Trade and International Economic and Policy Reform Act". This bi-partisan bill would have set the foundation for a fair trade policy and taken the positive steps to reduce the trade deficits that have cost us more than 1.5 million jobs.

An important component of the House trade bill was an amendment I wrote to prevent our trading partners from abusing the spirit of free trade. My amendment uses large bilateral U.S. trade deficits as a warning signal of possible unfair trade practices by other countries. If investigations reveal patterns of unfair trade, the President is required to negotiate and enforce a four-year reduction in their trade surplus with the U.S. The restrictions are lifted if the country opens its market.

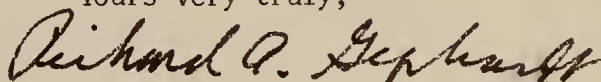
We need to send a clear message to our trading partners: they can't expect unfettered access to our market if they don't play fair themselves. We have the ability to stop the erosion of our industrial base and enhance America's competitiveness. That is why I recently introduced the "Comprehensive Trade Policy Reform Act of 1987". This legislation renews the measures approved by the House last year and provides a starting point for a new bi-partisan effort to enhance America's ability to compete.

This legislation will:

- require the Administration to negotiate with our trading partners to reduce the trade surpluses; and if this is not successful then the Administration would have to take action against these countries.
- provide better assistance to trade-battered industries.
- allocate \$1 billion to retrain American workers hurt by foreign competition.

We can not give up the fight to reduce the trade deficit. I am committed to this fight because I am committed to the future of our country. Please feel free to contact me with your opinions and suggestions regarding this or any other issue of concern.

Yours very truly,



Richard A. Gephardt



# American Federation of Labor and Congress of Industrial Organizations

## EXECUTIVE COUNCIL



815 Sixteenth Street, N.W.  
Washington, D.C. 20006  
(202) 637-5000

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Robert A. Georgine  
Jay Mazur

January 21, 1987

Mr. Arthur R. Osborn, President  
Massachusetts AFL-CIO  
8 Beacon Street, 3rd Floor  
Boston, Massachusetts 02108

Dear Trade Unionist:

Again this year, as we have since 1969, the AFL-CIO and its affiliated State Central Bodies are providing a trip to the annual meeting of the President's Committee on Employment of the Handicapped for the state winners of the high school essay contest. This program is sponsored annually by the Governors' Committees on Employment of the Handicapped in most states. The 1987 annual meeting will be held in Denver, Colorado, rather than Washington, D.C. as in previous years.

Each State AFL-CIO, in states where the contest is being held, should arrange with the Governor's Committee on Employment of the Handicapped to present its check to the state's winner at appropriate ceremonies which are usually held in February or March.

As in the past, State Bodies are requested to provide tourist air transportation plus \$150 for incidental expenses of the state winner. The National AFL-CIO will entertain the students and their chaperons with a luncheon and tour while they are in Denver and will present each winner with an appropriate memento of the occasion. Where the State AFL-CIO certifies to us that it is financially unable to bear this expense, the National AFL-CIO will reimburse the State AFL-CIO in whole or in part, as the case may require.

Kindly advise Mr. Frank Emig, Director, Department of Community Services, as soon as possible of your state body's participation. In any case, you should present your organization's check to the state's winner so that proper recognition will be received. All future correspondence concerning this project should be directed to Mr. Emig.

Fraternally,

President



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Massachusetts Higher Education  
Assistance Corporation

Joseph M. Cronin  
President

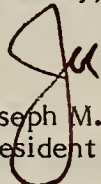
February 9, 1987

Mr. Arthur Osborn  
President  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, Massachusetts 02108

Dear Mr. Osborn,

The MHEAC Board recently authorized support for several higher education information and training programs through a one-time only gift of funds to the Boston Foundation and The Education Resources Institute. The attached letter provides background information about what we did and about the benefits we think these programs will bring to higher education in the Commonwealth.

Sincerely,

  
Joseph M. Cronin  
President

2688A  
Attachment







## MHEAC/TERI

February, 1987

Dear Colleague,

We are writing to inform you of new programs recently authorized by the Board of Directors of the Massachusetts Higher Education Assistance Corporation (MHEAC) and The Education Resources Institute (TERI). To ensure that Massachusetts students will have the best possible access to higher education, MHEAC and TERI have instituted the Educational Information and Assistance Program. This program, in two parts, will provide information to students and assistance to financial aid professionals.

The plan was developed in part because new federal regulations would prevent organizations like MHEAC from engaging in certain counseling and student assistance activities which MHEAC has long supported. These new regulatory restrictions define acceptable activities to include only narrow technical financial functions. In addition, the General Accounting Office of the United States Congress requested guarantee agencies and corporations to review the question of adequate reserves. As a result, the MHEAC Board set new reserve requirements of one percent of all outstanding loans. This enabled MHEAC to make a one-time only transfer of funds to the Boston Foundation to benefit the Action Center for Educational Services and Scholarships and to The Education Resources Institute for the Higher Education Information Center and other higher education programs as described below.

### I. Information To Students

For the first part of the plan, MHEAC has provided an endowment to The Education Resources Institute, to be used to support the Higher Education Information Center (HEIC) at the Boston Public Library. The work of HEIC in providing admissions and financial aid information is well known to students, guidance counselors, and post-secondary financial assistance personnel. MHEAC had provided up to \$50,000 in each of the past two years to support the work of the Center. The Board of Directors stipulated that the income from its endowment be used to ensure that this support would continue without interruption.

Recognizing that the Higher Education Information Center at the Boston Public Library serves primarily the metropolitan Boston area, the Board of Directors also endowed a program to provide similar informational services to Massachusetts residents elsewhere in the state.



The Board also announced a gift to the Boston Foundation to endow college admission and financial aid counseling activities at the Action Center for Educational Services and Scholarships (ACCESS). ACCESS has gained national recognition for its outstanding achievements fostering public-private cooperation in behalf of low-income and minority students aspiring to enter higher education. Just as the Massachusetts Higher Education Assistance Corporation had previously supported the Higher Education Information Center, MHEAC also paid for certain annual operating costs of ACCESS. The action of the Board was designed to ensure for ACCESS the same kind of continuing support already accorded the Higher Education Information Center.

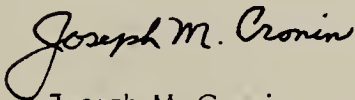
## II. Assistance To Professionals in the Field

The Board of Directors requested The Education Resources Institute to broaden the focus of its activities to address certain pressing needs in the field including:

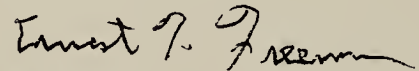
- o Loan counseling and default reduction programs for participants in education loan programs.
- o Training of financial aid administrators especially in Massachusetts including contracts or grants to professional organizations.
- o Early awareness programs about financial aid and the promotion of financial planning as a means of financing education.
- o Assistance to persons who have education loans but who, because of below average salary or public service commitment, face severe difficulty in making loan payments.
- o Enhancement of education loan origination and processing technologies for lenders and educational institutions.

In the months ahead we will be seeking advice from knowledgeable individuals and organizations about how best to meet these goals to ensure maximum access to higher education for all students.

Sincerely,



Joseph M. Cronin  
President  
MHEAC



Ernest T. Freeman  
President  
TERI



# AFSCME

the union  
that cares



UMASS EMPLOYEE'S LOCAL 1776  
COUNCIL 93 /AFSCME, AFL-CIO  
116 HAMPSHIRE HOUSE  
UNIVERSITY OF MASSACHUSETTS  
AMHERST, MA. 01003  
(413) 545-2831

SPIRIT  
OF  
1776



January 29, 1987

George O'Brien  
Northampton Labor Council  
2 Konz St.  
Northampton, MA 01060

Dear Brother O'Brien,

Would you forward to AFSCME Local 1776 copies of the following:  
the bylaws of the Northampton Labor Council, the Constitution of the  
Northampton Labor Council, and the AFL-CIO's rules and regulations governing  
central labor bodies... before the February meeting.

Thankyou in advance for your cooperation in this matter.

Fraternally,

*Richard Coach*

Richard Coach

President

c.c. AFL-CIO

P. Bixby

S. Brown

H. Bryan

W. Hebert

S. Stiles

J. Tuttle

b.c. J. Fenton

A. Osbourne

